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COLLECTIVE AGREEMENT SURVEY IN THE MANUFACTURING INDUSTRY

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Nova Scotia Department of Labour, Collective Agreement Survey in Nova Scotia Hospitals - 1969

The following should read:

Page viii

Paid Vacations

Minor changes were recorded in the length of vacation time with four weeks being the maximum length.

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Add the following table:

TABLE 11: (cont'd) PAID VACATIONS

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Paid Vacation - Four Weeks				
After ten years	3	13.6	165	14.4
After fifteen years	2	9.1	12	1.1
After twenty years	10	45.5	418	36.6
No provision	7	31.8	548	47.9
TOTAL	22	100.0	1143	100.0

Nova Scotia Department of Labour
Economics and Research Division

COLLECTIVE AGREEMENT SURVEY

IN THE

MANUFACTURING INDUSTRY

ECONOMICS AND RESEARCH DIVISION

NOVA SCOTIA DEPARTMENT OF LABOUR

HALIFAX, NOVA SCOTIA

HONOURABLE THOMAS J. McKEOUGH, M.D.,
MINISTER

R. E. ANDERSON
DEPUTY MINISTER

FOREWORD

A continuing effort to make an up-to-date analysis of all collective agreements received by the Nova Scotia Department of Labour has resulted in the publication of several collective agreement surveys. In 1967, a study analyzing agreements in the manufacturing industry was published which acted as a framework for present research.

The tabular analysis presents current data as to wages and working conditions in unionized manufacturing establishments throughout the Province. Historical comparisons based on the percentage of employees receiving specific benefits are graphically depicted in another section of this publication.

All agreements on file with the Nova Scotia Department of Labour and effective January 1, 1969, or after, were utilized.

This Report has been prepared by Mr. A. S. Horne, Economics and Research Division under the supervision of Mr. Paul Langlois.

R. E. ANDERSON
DEPUTY MINISTER

Economics and Research Division
Nova Scotia Department of Labour
Halifax, Nova Scotia

- 1969 -

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INTRODUCTION

Of the total estimated employment[1] in the manufacturing industry in Nova Scotia, approximately half or 15,730 employees are affected by the provisions of the 125 agreements analyzed in this publication. This represents over 95 percent[2] of the total unionized work force in the manufacturing industry in the Province.

Historical comparisons with a similar study produced two years ago is graphically presented in one section of this publication. The present survey also includes an analysis of a larger number of provisions which include the size of the bargaining unit; hiring procedures; permanent employee qualification; a more detailed analysis of the grievance procedure, which includes the composition of the arbitration board; a more exhaustive account of paid statutory holidays and the calculation of the base wage rate increase[3].

The names of the unions and companies utilized for this Survey are included in the Appendix to this publication.

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[1]Dominion Bureau of Statistics, "Estimates of Employees by Province and Industry", Catalogue No. 72-008, July, 1969.

[2]Nova Scotia Department of Labour, "Labour Organization in Nova Scotia", 1968-69.

[3]For definition of the base wage rate increase, refer to p.20.

I UNION SECURITY PROVISIONS

I UNION SECURITY PROVISIONS

COLLECTIVE AGREEMENTS AND EMPLOYEES COVERED BY MONTH OF EXPIRY

Eighty percent of the total agreements surveyed are due to expire in the years 1969 and 1970. The remaining contracts will come up for renegotiation in 1971 and 1972 accounting for 18 and two percent respectively.

COLLECTIVE AGREEMENTS BY SIZE OF BARGAINING UNIT

Bargaining units comprised of 50 employees or less accounted for over 50 percent of all agreements analyzed. In fact, approximately 80 percent of the bargaining units surveyed had 100 or less employees in its ranks. Only six agreements were in the size range of 500 or more employees.

TERM OF AGREEMENT

The trend to a shorter contract period was evidenced in 1969 with only 40 percent of the employees covered by collective agreements being bound by terms of a contract for more than two years. The corresponding percentage for 1967 was nearly 65 percent.

SCOPE OF BARGAINING UNIT

Single plant bargaining units were by far the more predominant with almost 70 percent or 10,830 of the 15,730 employees surveyed affected. Bargaining at the multi-plant level affected 30 percent of the employees and only one percent were bargained for on a multi-company basis.

UNION SECURITY

Minimal changes were recorded in the types of union security provided for under the terms of the collective agreements. Approximately 60 percent of the employees were found to be subject to union dues check-off or the equivalent.

HIRING PROCEDURES

Only 17 percent of all contracts studied stated that preference would be given to the employment of union members.

TABLE 1: COLLECTIVE AGREEMENTS AND EMPLOYEES COVERED BY MONTH OF EXPIRY

Month	1969		1970		1971		1972	
	No. of Agreements	Employees	No. of Agreements	Employees	No. of Agreements	Employees	No. of Agreements	Employees
January	2	31	2	18	9	610	-	-
February	2	28	1	31	1	8	-	-
March	1	250	3	239	5	2,007	-	-
April	6	2,602	7	1,592	2	380	-	-
May	5	585	8	209	2	26	1	80
June	6	549	5	99	-	-	-	-
July	-	-	2	24	1	64	-	-
August	3	357	-	-	-	-	1	..
September	8	469	3	472	1	95	-	-
October	1	80	2	55	1	6	-	-
November	6	1,869	6	369	-	-	-	-
December	12	1,325	9	1,171	1	30	-	-
	52	8,145	48	4,279	23	3,226	2	80

.. Figures not available.

TABLE 1a: COLLECTIVE AGREEMENTS BY SIZE OF BARGAINING UNIT

Size	No. of Agreements	%	No. of Employees	%
0 - 50	65	52.4	1,477	9.4
51 - 100	31	25.0	2,304	14.7
101 - 200	12	9.7	1,816	11.5
201 - 500	10	8.1	2,983	18.9
500 and over	6	4.8	7,150	45.5
	124[1]	100.0	15,730	100.0

[1] In one additional case, the number of employees in the bargaining unit was not known.

TABLE 2: TERM OF AGREEMENT

PROVISION	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
One year	14	11	2,124	13
More than one but less than two years	10	8	2,791	18
Two years	64	51	4,401	28
More than two but less than three years	11	9	2,663	17
Three years	23	19	3,485	22
More than three years	3	2	266	2
TOTAL	125	100	15,730	100

TABLE 3: SCOPE OF BARGAINING UNIT

PROVISION	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Single Plant	104	83	10,830	69
Multi-plant	17	14	4,690	30
Multi-company	4	3	210	1
TOTAL	125	100	15,730	100

TABLE 4: UNION SECURITY - MEMBERSHIP

PROVISION	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Closed shop	4	3	71	1
Union shop	39	31	3,780	24
Modified union shop with maintenance of membership	13	10	671	4
Modified union shop without maintenance of membership	2	2	24	-
Rand formula	22	18	3,234	21
Modified rand formula	13	10	1,251	8
Rand formula with maintenance of membership for present and future union members	2	2	196	1
Maintenance of membership for present and future union members	4	3	1,448	9
Open shop	25	20	4,993	32
Open shop changing to rand formula December 15, 1969	1	1	62	-
TOTAL	125	100	15,730	100

TABLE 5: UNION SECURITY - CHECK-OFF

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Compulsory for all employees with closed or union shop	43	34	3,851	25
Compulsory for all employees without closed or union shop	25	20	3,695	23
Compulsory for union members	18	14	971	6
Voluntary and irrevocable	7	6	3,429	22
Voluntary and revocable	10	8	2,093	13
Voluntary (revocability not mentioned)	5	4	239	2
Voluntary for old employees compulsory for new	14	11	1,285	8
Compulsory for union members changing to compulsory without closed or union shop December 15, 1969	1	1	62	-
No provision	2	2	105	1
TOTAL	125	100	15,730	100

TABLE 6: HIRING PROCEDURES

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Preferential hiring of union members	20	16	1,138	7
Preferential hiring of local residents	1	1	1,500	10
No provision	104	83	13,092	83
TOTAL	125	100	15,730	100

II EMPLOYEES SECURITY PROVISIONS

II EMPLOYEES SECURITY PROVISIONS

PERMANENT EMPLOYEE QUALIFICATION

A three month probationary period prior to an employee attaining seniority rights was evidenced in approximately one-third of the contracts analyzed. Nearly one-quarter of the agreements contained no provision concerning the period of employment prior to the attainment of permanent status.

SENIORITY RECOGNITION

In both survey periods, seniority was held to be a determining factor, ability being equal, in layoffs, promotions and rehiring for over 80 percent of the employees covered by the analysis.

SENIORITY UNIT

Approximately 40 percent of the agreements surveyed either made no provision for recognition of the seniority of an employee or else did not specifically indicate the unit in which an employee was to be classified for purposes of seniority recognition.

GRIEVANCE PROCEDURE

The oral method of presenting a grievance was the procedure stipulated for nearly 50 percent of the employees covered by both surveys.

Seventy percent of the employees in the 1969 Survey were given the opportunity under the terms of the contract to either appeal a decision in case of dismissal or be reimbursed following dismissal. The corresponding figure for 1967 was approximately 50 percent.

Over 60 percent of the employees analyzed in 1967 compared to 40 percent in the 1969 survey had no specific provision under the terms of the collective agreement stipulating the exact length of time in which a grievance must be made known.

Final and binding arbitration under the grievance procedure mechanism was to be deployed by a three man arbitration board in approximately 70 percent of the agreements under analysis. Nineteen percent stipulated a one man umpire, three percent a five man board, five percent a choice between a single umpire or a three man board and four percent contained no provision concerning the constitution of the arbitration board.

TABLE 7: PERMANENT EMPLOYEE QUALIFICATION

PROVISION	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
One month	6	5	1,622	10
Two months	20	16	2,578	17
Three months	31	25	5,694	36
Four months	8	7	372	2
Five months	3	2	228	1
Six months	10	8	1,339	9
Twelve months	3	2	45	-
See agreement	5	4	644	4
No provision	39	31	3,208	21
TOTAL	125	100	15,730	100

TABLE 8: SENIORITY RECOGNITION

PROVISION	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Layoffs only	1	1	200	1
Promotions only	2	2	59	-
Vacations only	2	2	112	1
Layoffs and promotions	1	1	28	-
Layoffs and rehiring	3	2	531	3
Layoffs and vacations	3	2	1,299	9
Promotions and rehiring	1	1	65	-
Layoffs, rehiring and vacations	3	2	27	-
Layoffs, promotions and rehiring	69	55	9,868	63
Layoffs, promotions, rehiring and vacations	24	19	2,938	19
No provision	16	13	603	4
TOTAL	125	100	15,730	100

TABLE 9: SENIORITY UNIT

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Unit not stated	31	25	1,186	8
Department	28	22	4,249	27
Plant	14	11	1,914	12
Occupation	14	11	553	4
Company	2	2	206	1
Department and plant	5	4	1,678	11
Occupation and department	6	5	1,824	11
Department, classification and plant	6	5	3,120	20
See agreement	3	2	377	2
No provision	16	13	623	4
TOTAL	125	100	15,730	100

TABLE 10: GRIEVANCE PROCEDURE

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Mode of Presentation				
Written	20	16	2,800	18
Oral	49	39	7,185	46
Written or oral	7	6	462	3
Not specifically stated	36	29	4,758	30
No provision	12	10	525	3
TOTAL	125	100	15,730	100

TABLE 10: (cont'd) GRIEVANCE PROCEDURE

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Time Limit to Initiate Grievance				
During work shift	2	2	76	1
24 hours	13	10	1,963	12
Two to three days	11	9	614	4
Two to three working days	13	10	862	5
Four to five days	7	6	1,114	7
Four to five working days	8	6	1,662	11
Seven days	4	3	151	1
Seven working days	1	1	14	-
Ten days	4	3	988	6
Fourteen to fifteen days	3	2	125	1
Thirty days	1	1	78	1
Thirty working days	4	3	225	1
Not specifically stated	22	18	1,287	8
No provision	32	26	6,571	42
TOTAL	125	100	15,730	100

TABLE 10: (cont'd) GRIEVANCE PROCEDURE

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Number of Arbitrators				
Single umpire	24	19	6,482	41
Three man board	86	69	8,564	55
Five man board	4	3	145	1
Single umpire or three man board	6	5	156	1
No provision	5	4	383	2
TOTAL	125	100	15,730	100
Complainant's Status				
Suspended at discretion of employer, with provision for reimbursement if exonerated	60	48	10,360	66
Appeal after dismissal where discharge is involved	11	9	661	4
No provision	53	43	4,709	30
TOTAL	125	100	15,730	100

III ECONOMIC FACTORS PROVISIONS

III ECONOMIC FACTORS PROVISIONS

HOURS OF WORK PER WEEK

A substantial increase in the percentage of employees working a standard work week of forty hours was witnessed over the two survey years. The number of workers working a standard work week of forty hours increased from less than 60 percent in 1967 to approximately 75 percent in 1969.

OVERTIME PROVISIONS

Premium rates of pay for work performed after daily or weekly hours and on Saturday were in the majority of cases paid at time and one half over the two survey years. The incidence of workers receiving double time for work performed on Sunday increased from approximately 30 percent in 1967 to over half in 1969.

SHIFT PROVISIONS

The most prevelant provision concerning work performed on a shift other than a normal work period remained as an additional six to ten cents per hour.

PAID STATUTORY HOLIDAYS

Twice as many workers were granted nine holidays per year according to the 1969 Survey as was the case in 1967. Also, significant changes were recorded over the two survey periods in the rate of pay for holidays worked with the combined rates of double time and double time and one half accounting for over half of the employees covered compared to one third in 1967.

Less than half the employees surveyed were granted either an extra day's pay or another working day off with pay if the holiday fell on the employees regular day off. Sixty-five percent of the employees were granted either an extra day's pay or another working day off with pay where a paid holiday fell during the employee's vacation.

PAID VACATIONS

Two weeks paid vacation after one year was found in all of the agreements in the 1969 Survey, whereas in 1967[1], only four out of every ten employees received this benefit. Provision for three, four and five weeks vacation followed similar patterns in 1969 as was the case in 1967.

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[1]On January 1, 1968, vacation pay allowance under the Vacation Pay Act of Nova Scotia was increased from two percent to four percent.

A total of 78 percent of the employees under analysis received three weeks vacation with pay, 51 percent received four weeks and 26 percent five weeks after being employed for a specified period of time.

LOWEST WAGE PAID - MALE

Substantial increases in the minimum rates of pay for male employees were recorded over the two survey periods. Less than 25 percent of the employees in the 1967 study received a minimum scale of pay in excess of two dollars per hour, this compares to approximately 50 percent in 1969.

The annual base wage rate increase for the manufacturing industry in 1969 is 10.4 percent. To compute this figure, the lowest wage paid in each agreement for 1969 as compared to the equivalent rate for 1968 was used.

INDUSTRIAL SAFETY

From nine provisions analyzed in the area of industrial safety in only two cases namely safety[1] and health[2] did more than half of the agreements provide such a clause.

FRINGE BENEFITS

A total of 18 categories were studied under the heading of fringe benefits ranging from paid bereavement leave to the incidence of contracts having a no-subcontracting clause. Over half of the employees surveyed were granted paid bereavement leave, life insurance plan, reporting pay guarantee and call-out pay guarantee.

Between 40 to 50 percent of all workers under analysis were provided with unpaid leave of absence for union business, paid rest periods and job posting.

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[1] Industrial Safety Division, Nova Scotia Department of Labour, "Industrial Safety Regulations 1969", p. 9-14.

[2] Ibid., p. 31.

TABLE 11: HOURS OF WORK PER WEEK

PROVISION	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
35 hours per week	1	1	30	-
37½ hours per week	3	2	118	1
40 hours per week	83	67	11,446	73
42 hours per week	1	1	4	-
42½ hours per week	1	1	52	-
44 hours per week	4	3	189	1
45 hours per week	1	1	49	-
48 hours per week	3	2	1,372	9
49 hours per week	1	1	6	-
50 hours per week	1	1	22	-
See agreement	18	14	1,580	10
No provision	8	6	862	6
TOTAL	125	100	15,730	100

TABLE 12: OVERTIME PROVISIONS

PROVISION	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Overtime Rates after Daily or Weekly Hours				
Time and one-half	88	70	12,561	80
Time and one-half for four hours and double time thereafter	10	8	1,878	12
Time and one-half for twelve hours and double time thereafter	9	7	342	2
Double time	1	1	10	-
Other	6	5	318	2
See agreement	5	4	178	1
No provision	6	5	443	3
TOTAL	125	100	15,730	100
Overtime Rates on Saturday				
Time and one-half	66	52	10,763	68
Time and one-half Saturday morning and double time for Saturday afternoon	9	7	986	6
Time and one-half for eight hours and double time thereafter	7	6	1,011	7
Double time	5	4	414	3
Other	11	9	534	3
See agreement	1	1	21	-
No provision	26	21	2,001	13
TOTAL	125	100	15,730	100

TABLE 12: (cont'd) OVERTIME PROVISIONS

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Overtime Rates on Sunday				
Time and one-half	40	32	6,190	39
Double Time	69	55	8,595	55
Triple time	1	1	19	-
Other	4	3	483	3
See agreement	1	1	21	-
No provision	10	8	422	3
TOTAL	125	100	15,730	100

TABLE 13: SHIFT PROVISIONS

PROVISION	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
0 - 5 cents	9	7	1,048	7
6 - 10 cents	28	22	4,846	31
11 - 15 cents	7	6	770	5
16 - 20 cents	5	4	385	2
Percentage	10	8	1,276	8
Extra $2.00 per week	1	1	23	-
Extra $5.00 per week	1	1	97	1
Extra $8.00 per week	1	1	10	-
Eight hours pay for seven hours worked	2	2	204	1
Other	8	6	2,475	16
No provision	53	42	4,596	29
TOTAL	125	100	15,730	100

TABLE 14: PAID STATUTORY HOLIDAYS

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Two holidays per year	1	1	25	-
Four holidays per year	3	2	249	2
Five holidays per year	1	1	22	-
Six holidays per year	3	2	770	5
Seven holidays per year	9	7	1,076	7
Eight holidays per year	43	35	8,415	53
Nine holidays per year	48	38	3,951	25
Ten holidays per year	8	6	738	5
Eleven holidays per year	2	2	103	1
Eleven and one-half holidays per year	1	1	19	-
No provision	6	5	362	2
TOTAL	125	100	15,730	100

TABLE 14: (cont'd) PAID STATUTORY HOLIDAYS

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Pay Rates for Holidays Worked				
Time and one-half	14	11	1,243	8
Time and one-half for eight hours, double time thereafter	1	1	100	1
Time and one-half plus working day off with pay in lieu	3	2	282	2
Double time	35	28	3,100	19
Double time and one-half	37	30	5,409	34
Double time and one-half for eight hours, triple time thereafter	2	2	134	1
Triple time	16	13	2,440	15
Working day off with pay in lieu	2	1	123	1
See agreement	10	8	2,797	18
No provision	5	4	102	1
TOTAL	125	100	15,730	100

TABLE 14: (cont'd) PAID STATUTORY HOLIDAYS

PROVISION	AGREEMENTS NO.	AGREEMENTS %	EMPLOYEES COVERED NO.	EMPLOYEES COVERED %
Paid Holiday Falling on Day Not Normally Worked				
Observe on following Monday or day proclaimed by government	52	42	5,309	34
Specific provision for no working day off with pay or no extra day's pay	3	2	80	1
Working day off with pay	10	8	1,888	12
Extra day's pay	4	3	155	1
See agreement	2	1	210	1
No provision	54	44	8,088	51
TOTAL	125	100	15,730	100
Paid Holidays Falling During Vacation				
Another working day off with pay	23	18	2,626	17
Extra day's pay	19	15	6,707	43
Another working day off with pay or extra day's pay	15	12	813	5
No provision	68	55	5,584	35
TOTAL	125	100	15,730	100

TABLE 15: PAID VACATIONS

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Provision for two weeks only	28	22	3,463	22
Provision for more than two weeks	83	67	8,617	55
See agreement	14	11	3,650	23
TOTAL	125	100	15,730	100
Provision for Three Weeks				
After one year	3	2	34	-
After three years	1	1	4	-
After five years	7	6	364	2
After eight years	11	9	2,693	17
After nine years	5	4	399	3
After ten years	23	18	1,250	8
After twelve years	7	6	601	4
After thirteen years	3	2	327	2
After fifteen years	15	12	2,260	14
After seventeen years	1	1	280	2
After twenty years	6	5	327	2
After twenty-five years	1	1	78	1
See agreement	14	11	3,650	23
No provision	28	22	3,463	22
TOTAL	125	100	15,730	100

TABLE 15: (cont'd) PAID VACATIONS

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
Provision for Four Weeks				
After ten years	1	1	20	-
After fourteen years	1	1	300	2
After fifteen years	2	2	126	1
After eighteen years	7	6	2,262	14
After twenty years	11	9	560	4
After twenty-two years	4	3	406	3
After twenty-three years	2	2	138	1
After twenty-five years	9	7	545	3
See agreement	14	11	3,650	23
No provision	74	58	7,723	49
TOTAL	125	100	15,730	100
Provision for Five Weeks				
After twenty years	1	1	64	-
After twenty-five years	4	3	326	2
After thirty years	1	1	30	-
See agreement	14	11	3,650	24
No provision	105	84	11,660	74
TOTAL	125	100	15,730	100

TABLE 16: LOWEST WAGE PAID - MALE

PROVISION	AGREEMENTS NO.	%	EMPLOYEES COVERED NO.	%
$1.01 - $1.50	30	25	3,693	23
$1.51 - $2.00	41	33	3,382	21
$2.01 - $2.50	25	20	6,005	38
$2.51 - $3.00	8	6	711	5
$3.01 - $3.50	4	3	644	4
$3.51 - $4.00	8	6	260	2
See agreement	3	2	893	6
No provision	6	5	142	1
TOTAL	125	100	15,730	100

TABLE 17: LOWEST WAGE PAID - FEMALE

PROVISION	AGREEMENTS NO.	%	EMPLOYES COVERED NO.	%
$ .50 - $1.00	3	2	193	1
$1.01 - $1.50	23	19	3,690	24
$1.51 - $2.00	4	3	341	2
No provision	95	76	11,506	73
TOTAL	125	100	15,730	100

NOTE: The annual base wage rate increase for the manufacturing industry in 1969 is 10.4 percent.

TABLE 18: INDUSTRIAL SAFETY

Provision	With Provision				No Provision				Total			
	Agreements		Employees Covered		Agreements		Employees Covered		Agreements		Employees Covered	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Safety[1]	79	63	11,215	71	46	37	4,515	29	125	100	15,730	100
Sanitation[2]	33	26	2,689	17	92	74	13,041	83	125	100	15,730	100
Health	65	52	7,810	50	60	48	7,920	50	125	100	15,730	100
First Aid	17	14	3,502	22	108	86	12,228	78	125	100	15,730	100
Physical Examination	15	12	3,525	22	110	88	12,205	78	125	100	15,730	100
Safety Committee	29	23	7,786	49	96	77	7,944	51	125	100	15,730	100
Safety Equipment[3]												
- at no cost to employee	28	22	6,143	39	97	78	9,587	61	125	100	15,730	100
- at some cost to employee	8	6	418	3	117	94	15,312	97	125	100	15,730	100
Work Clothing												
- at no cost to employee	29	23	6,912	44	96	77	8,818	56	125	100	15,730	100
- at some cost to employee	10	8	353	2	115	92	15,377	98	125	100	15,730	100
Clothing or Equipment Maintenance												
- at no cost to employee	11	9	1,317	8	114	91	14,413	92	125	100	15,730	100
- at some cost to employee	5	4	426	3	120	96	15,304	97	125	100	15,730	100

[1]Loc. cit.

[2]Op. cit., p. 31.

[3]Op. cit., p. 28-29.

TABLE 19: FRINGE BENEFITS

Provision	With Provision				No Provision				Total			
	Agreements		Employees Covered		Agreements		Employees Covered		Agreements		Employees Covered	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Paid Bereavement Leave	71	57	8,334	53	54	43	7,396	47	125	100	15,730	100
Paid Jury Duty	24	19	3,496	22	101	81	12,234	78	125	100	15,730	100
Paid Sick Leave	36	29	3,233	21	89	71	12,497	79	125	100	15,730	100
Medical Benefits	36	29	5,829	37	89	71	9,901	63	125	100	15,730	100
Life Insurance Plan	41	33	9,641	61	84	67	6,089	39	125	100	15,730	100
Unpaid Maternity Leave	7	6	1,399	9	118	94	14,331	91	125	100	15,730	100
Unpaid Leave of Absence (union business)	42	34	7,473	48	83	66	8,257	52	125	100	15,730	100
Paid Rest Periods	41	33	6,715	43	84	67	9,015	57	125	100	15,730	100
Wash-up Time	12	10	1,573	10	113	90	14,157	90	125	100	15,730	100
Reporting Pay Guarantee	47	38	9,084	58	78	62	6,646	42	125	100	15,730	100
Call-out Pay Guarantee	69	55	11,815	75	56	45	3,915	25	125	100	15,730	100
Severance Pay	14	11	1,357	9	111	89	14,373	91	125	100	15,730	100
Notice of Layoff	13	10	800	5	112	90	14,930	95	125	100	15,730	100
Job Posting	35	28	6,639	42	90	72	9,091	58	125	100	15,730	100
Cost of Living Provision	5	4	695	4	120	96	15,035	96	125	100	15,730	100
Labour-Management Committee	5	4	351	2	120	96	15,379	98	125	100	15,730	100
Employer Contribution to Welfare Plan	20	16	1,364	9	105	84	14,366	91	125	100	15,730	100
No Subcontracting Clause	4	3	664	4	121	97	15,066	96	125	100	15,730	100

CHART ANALYSIS

TRENDS IN COLLECTIVE AGREEMENT PROVISIONS

MANUFACTURING INDUSTRY

NOVA SCOTIA

CHART 1: TERM OF AGREEMENT

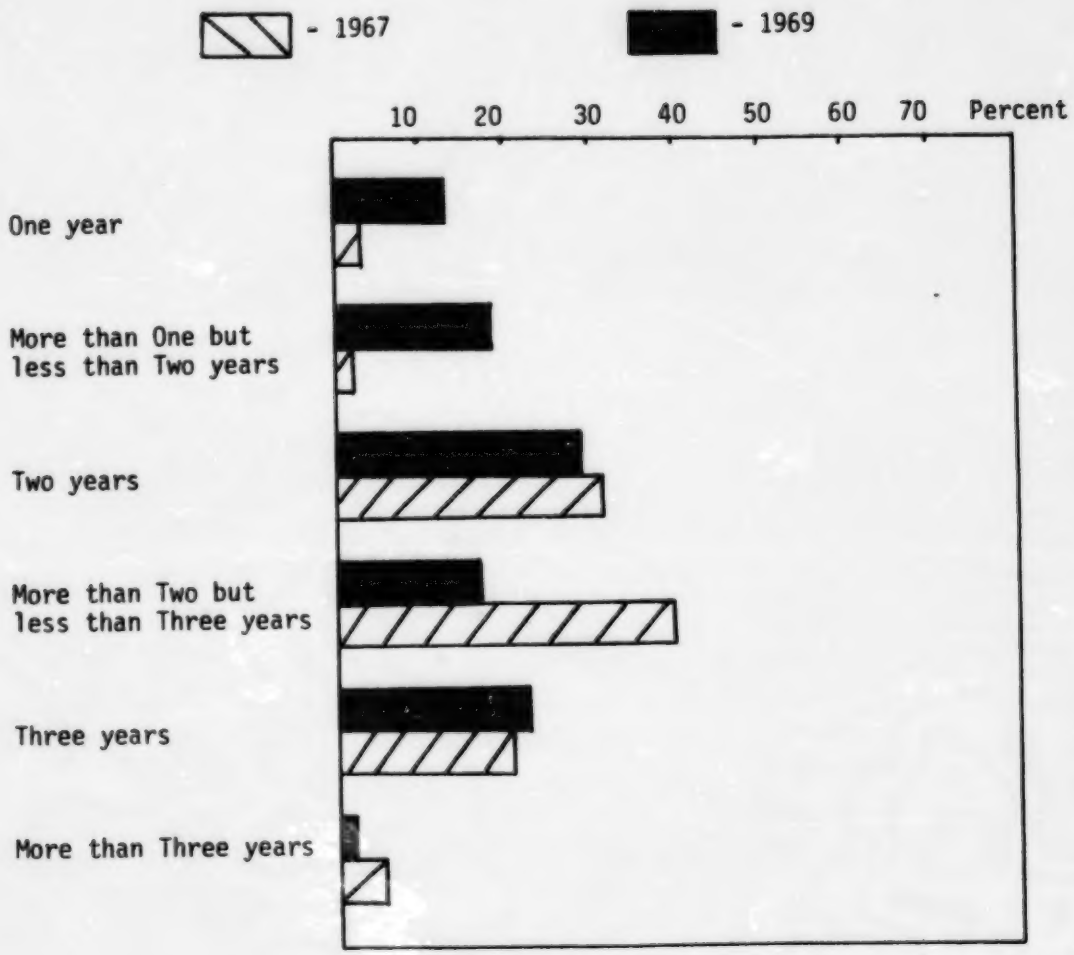


CHART 2: UNION SECURITY - MEMBERSHIP

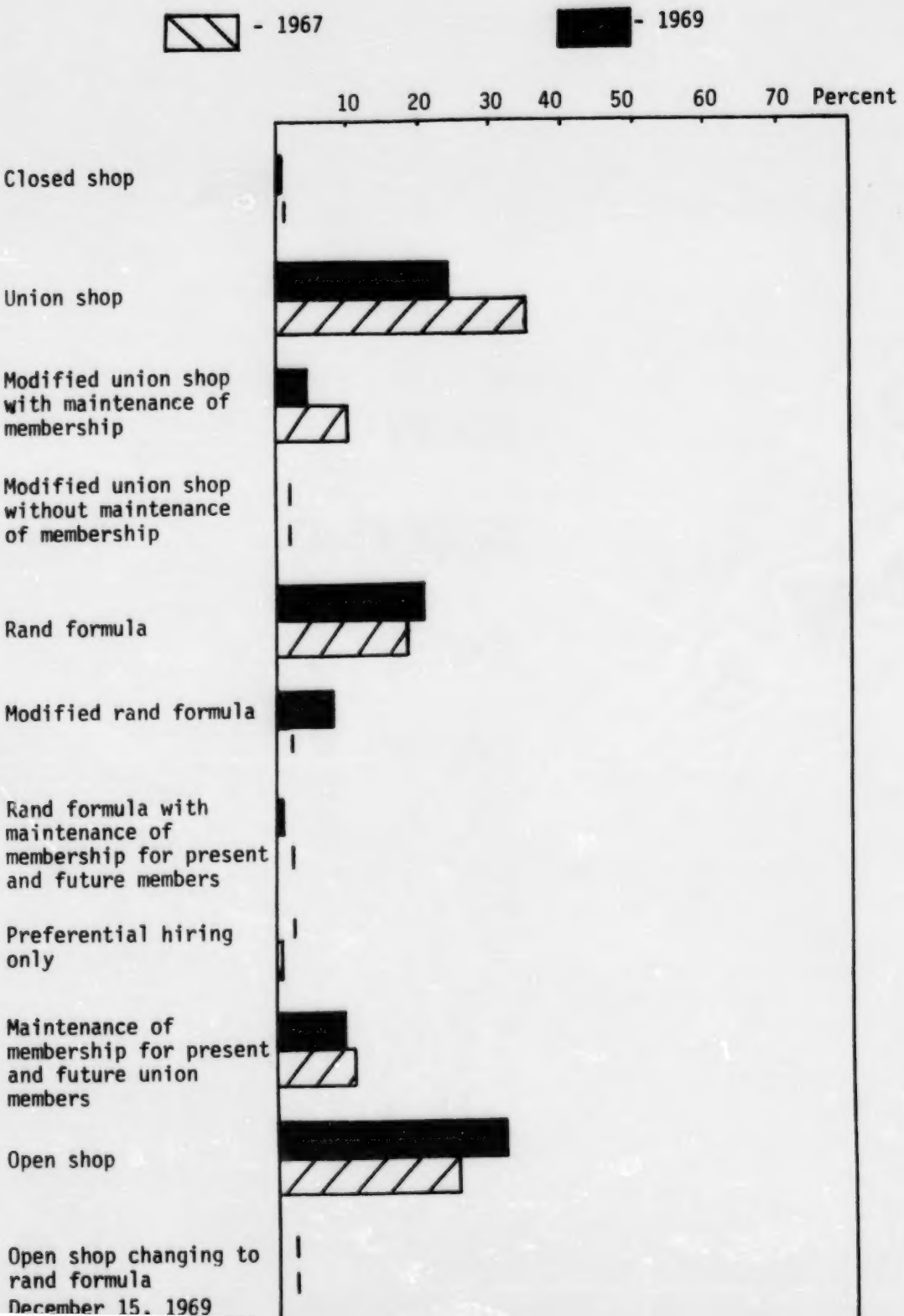


CHART 3: UNION SECURITY - CHECK-OFF

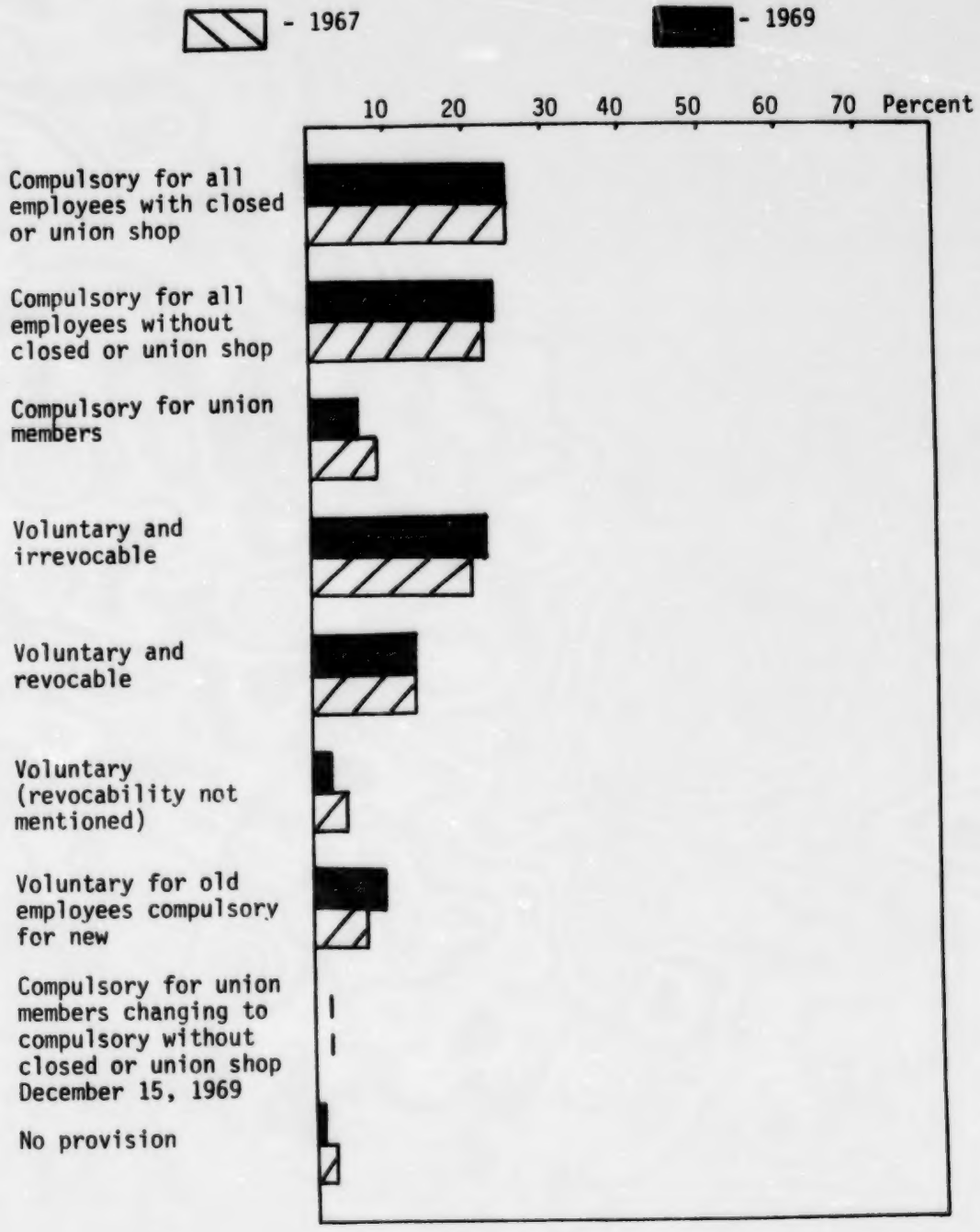


CHART 4: SENIORITY RECOGNITION

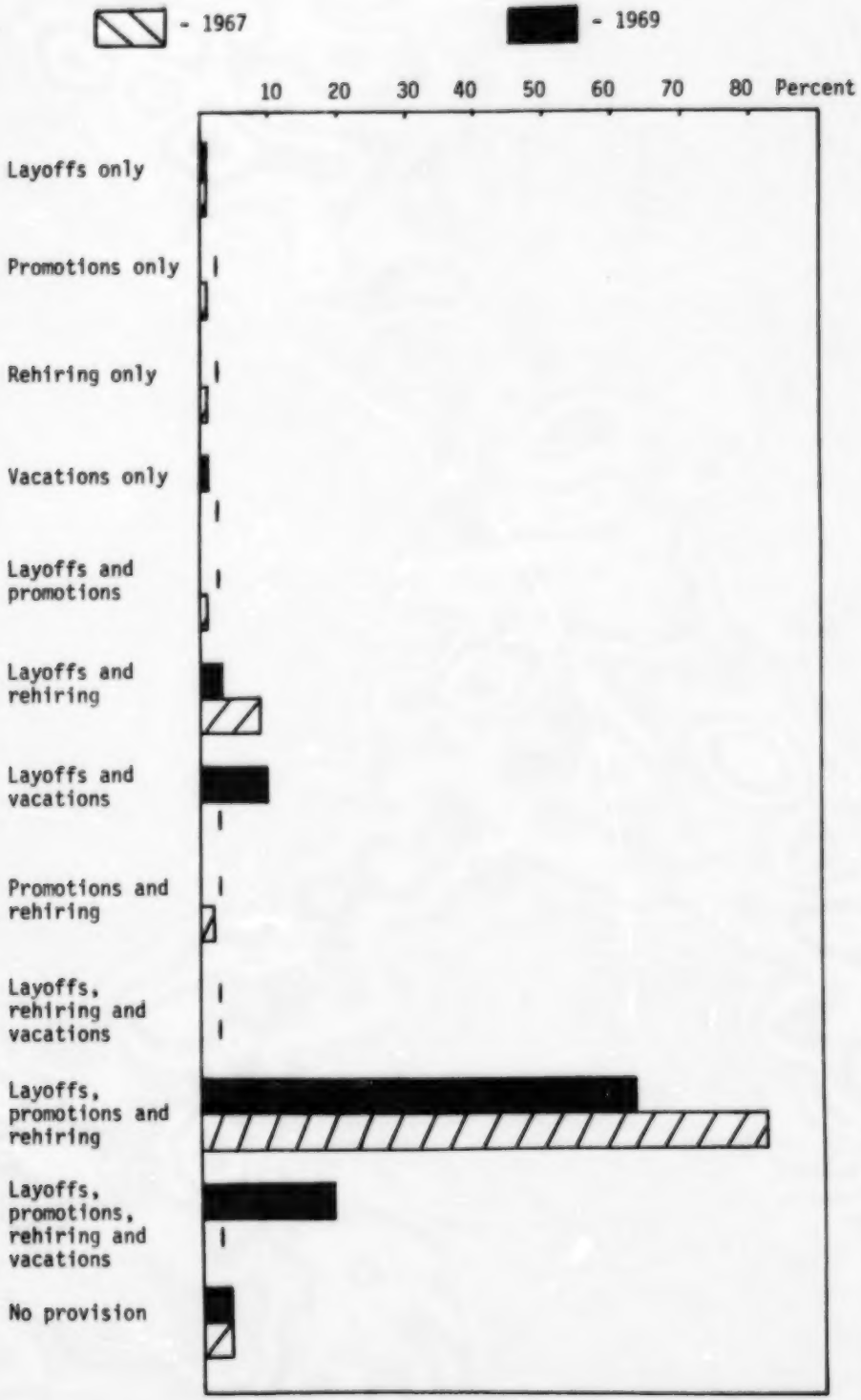


CHART 5: SENIORITY UNIT

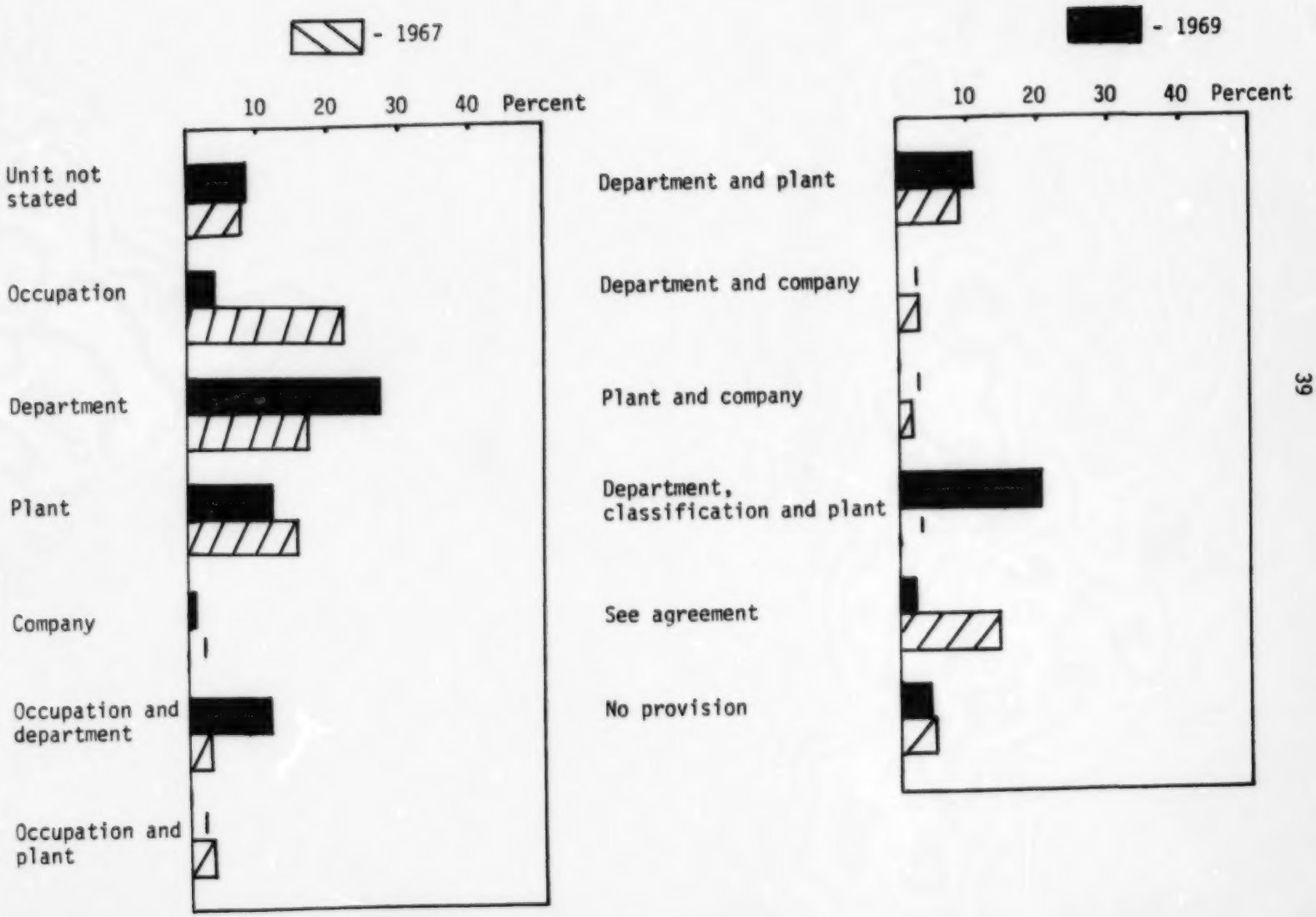


CHART 6: GRIEVANCE PROCEDURE

Mode of Presentation

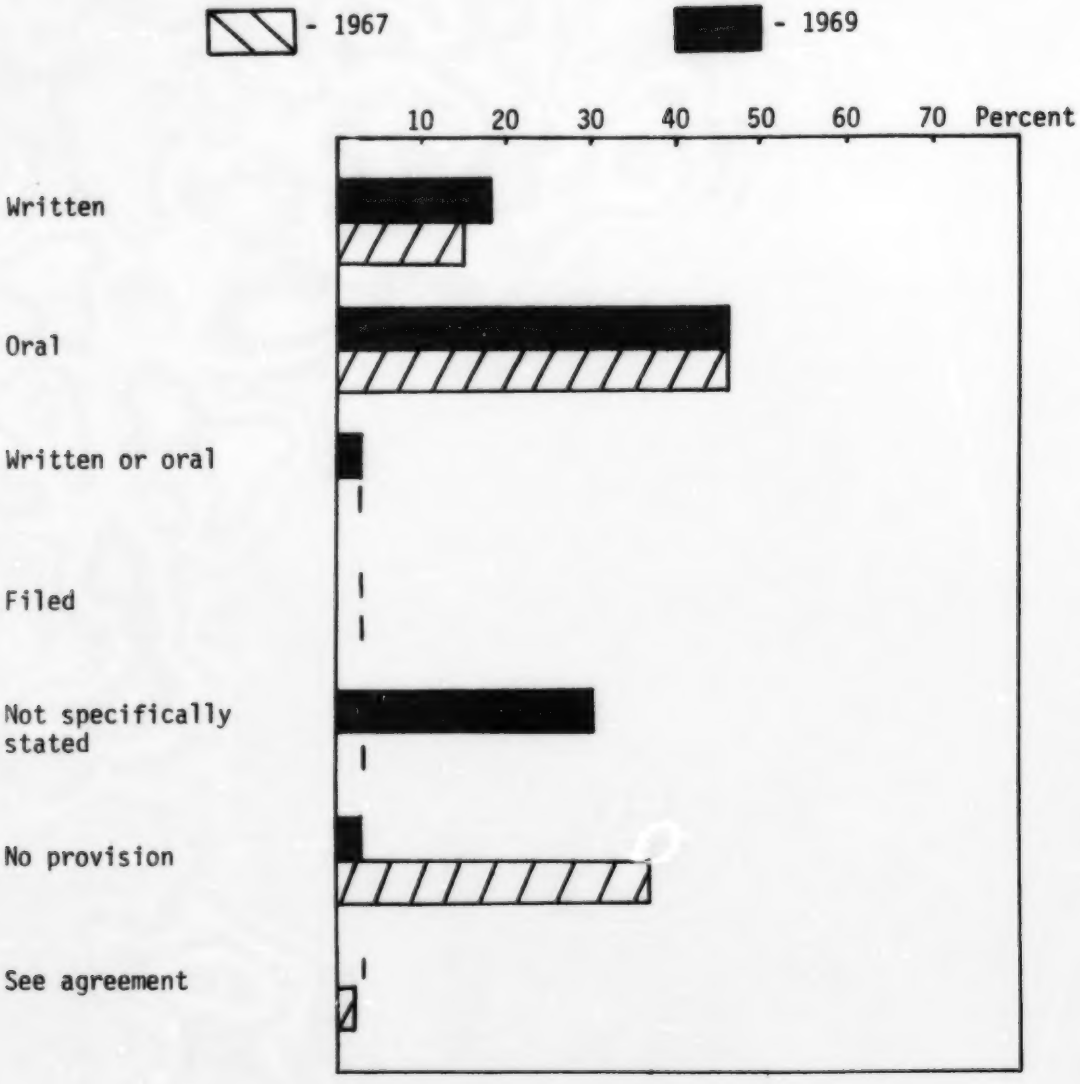


CHART 6: (cont'd) GRIEVANCE PROCEDURE

Complainant's Status

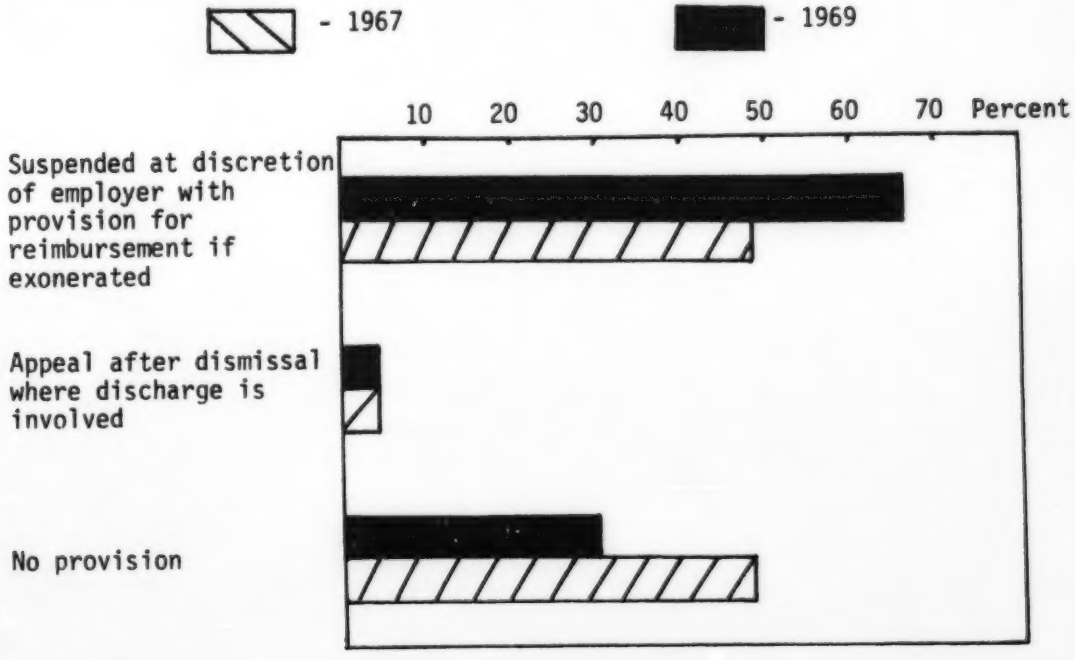


CHART 7: HOURS OF WORK PER WEEK

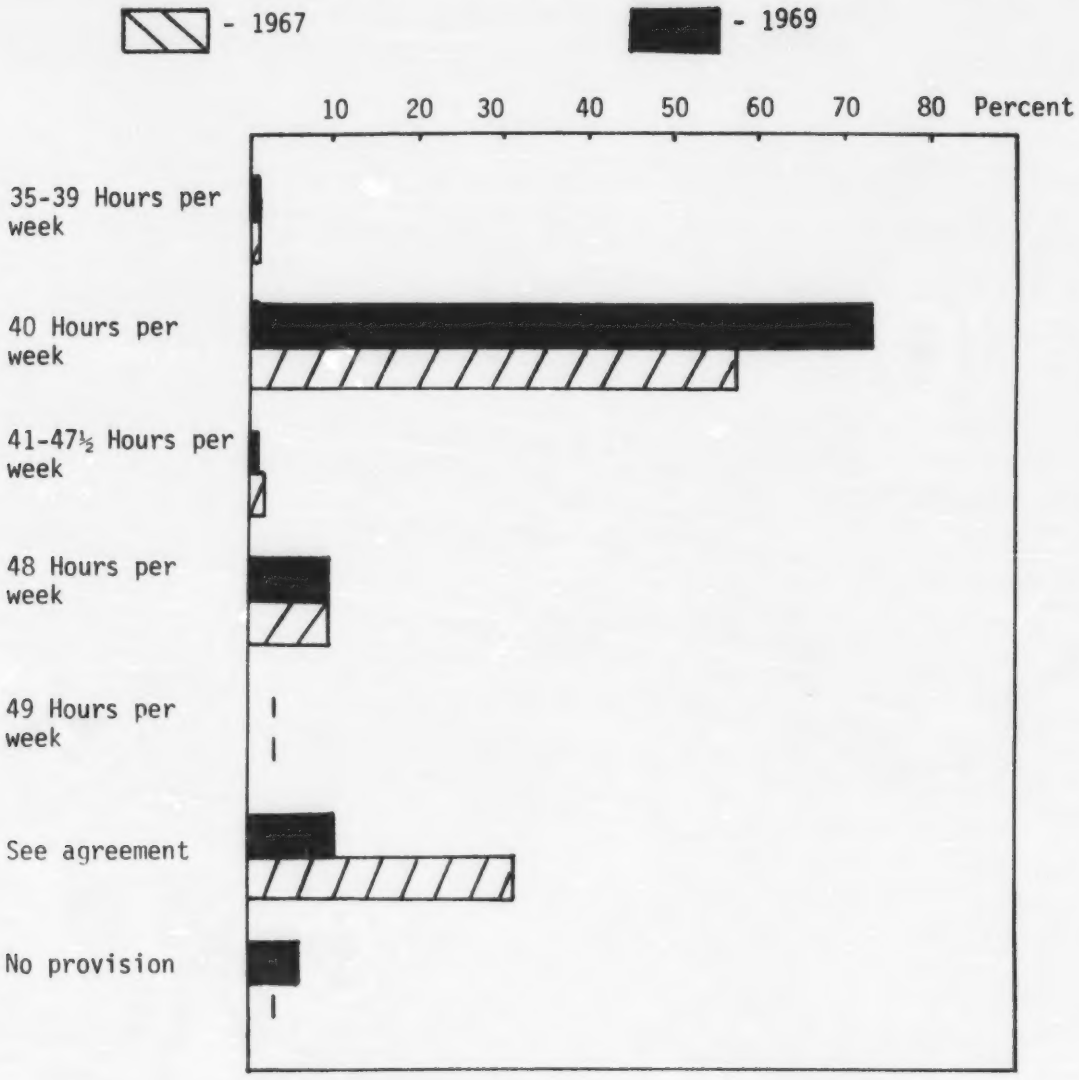


CHART 8: OVERTIME PROVISIONS

Overtime Rates After Daily or Weekly Hours

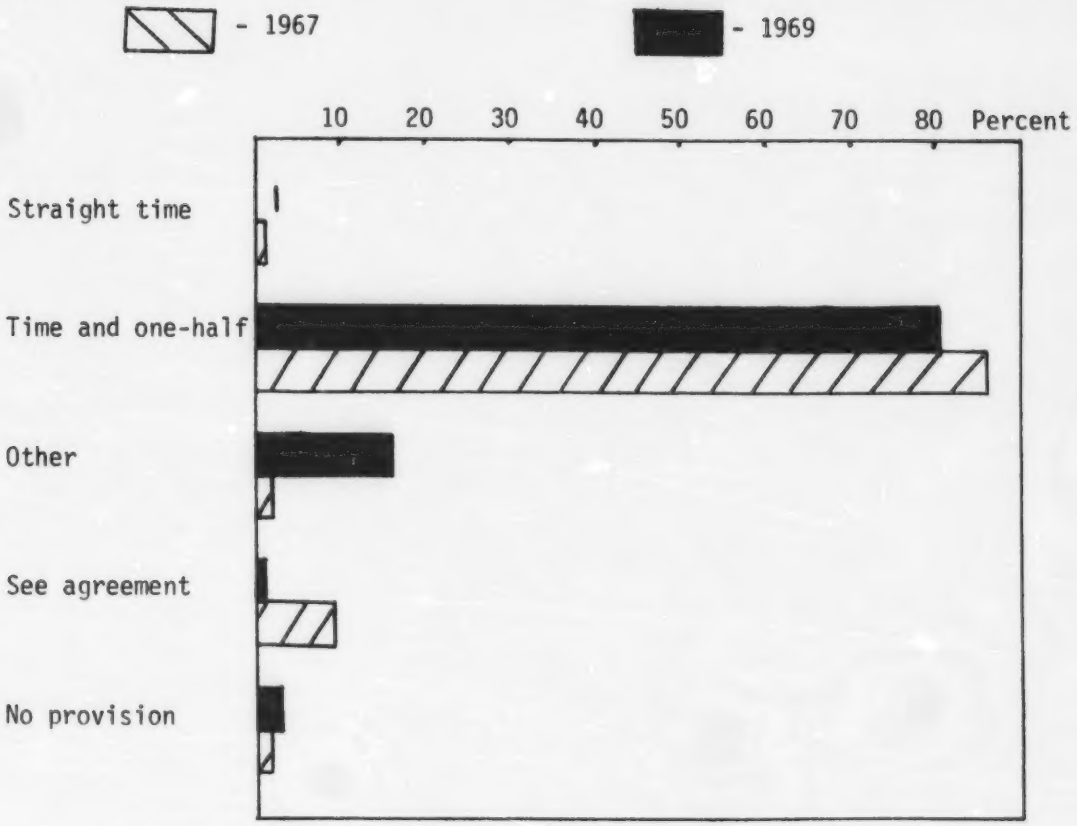


CHART 8: (cont'd) OVERTIME PROVISIONS

Overtime Rates on Saturday

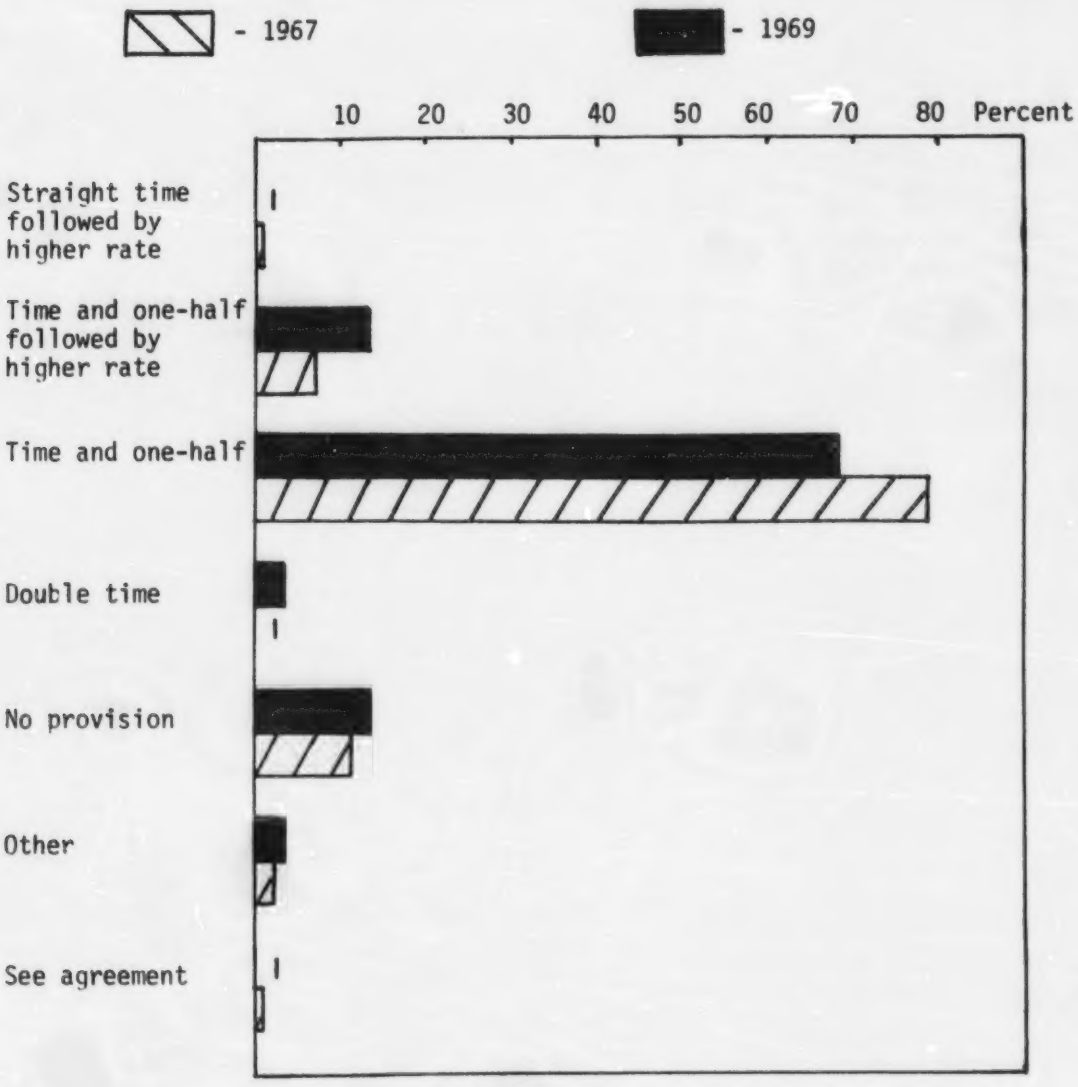


CHART 8: (cont'd) OVERTIME PROVISIONS

Overtime Rates on Sunday

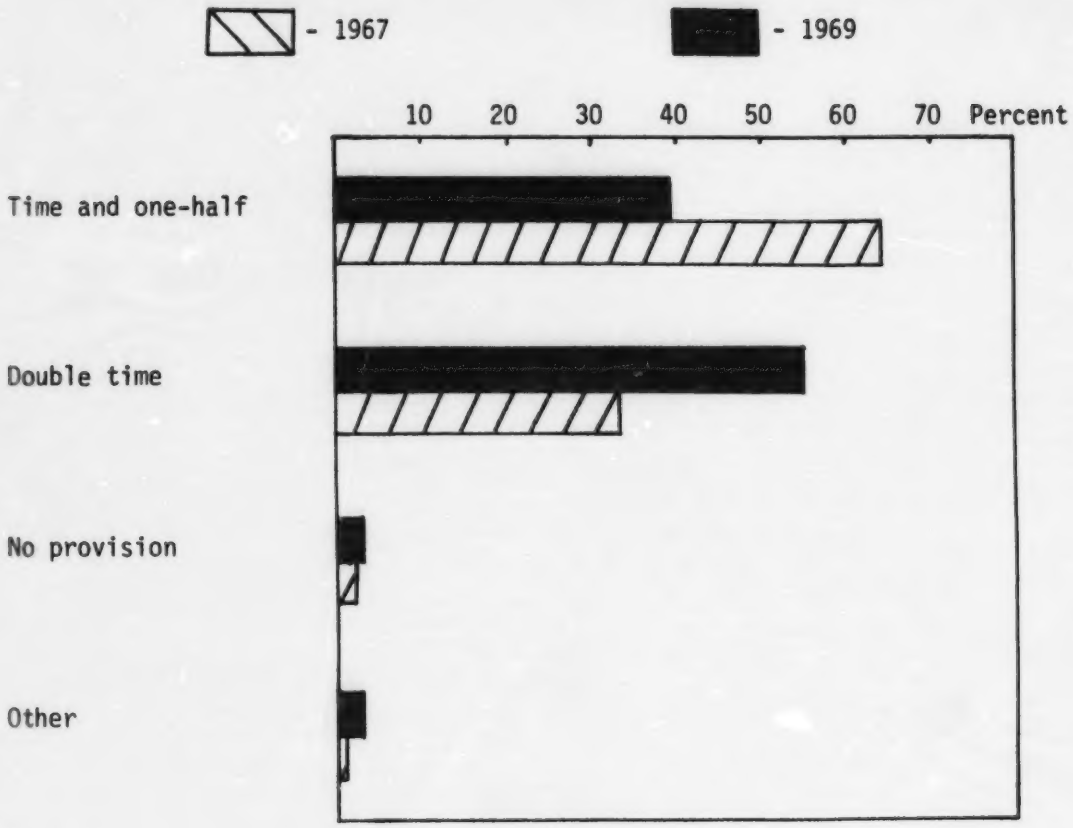


CHART 9: SHIFT PROVISIONS

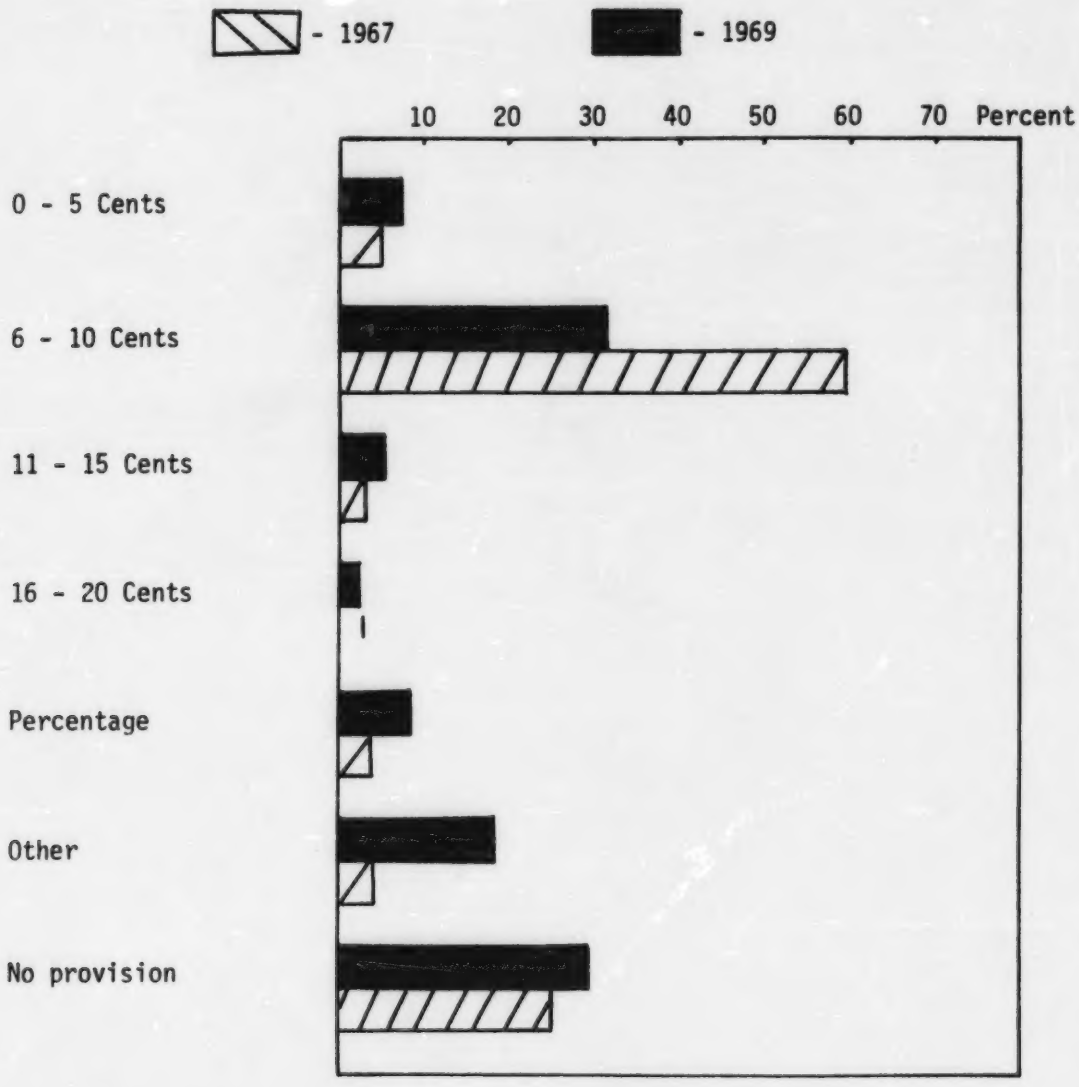


CHART 10: PAID STATUTORY HOLIDAYS

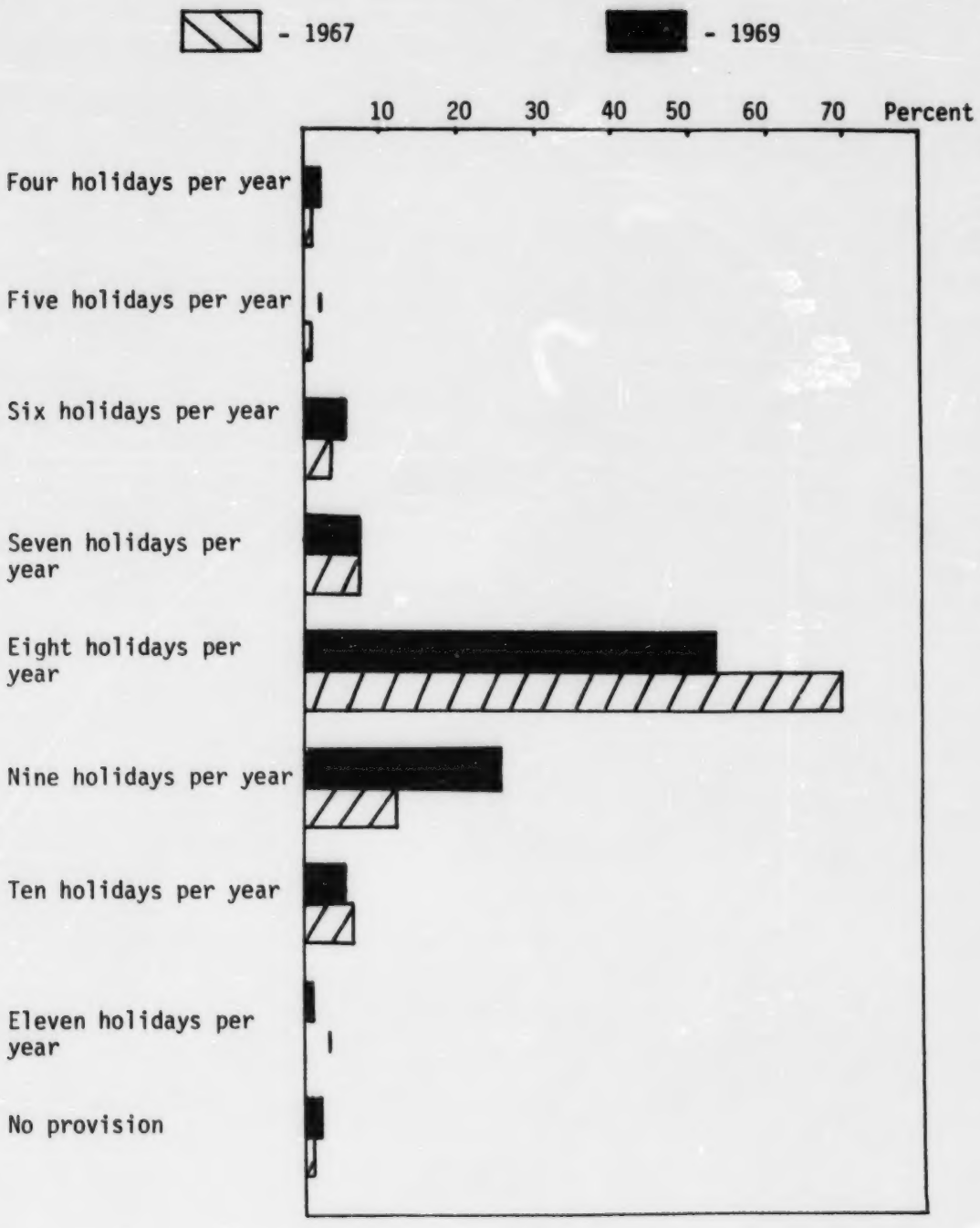


CHART 10: (cont'd) PAID STATUTORY HOLIDAYS

Pay Rates for Holidays Worked

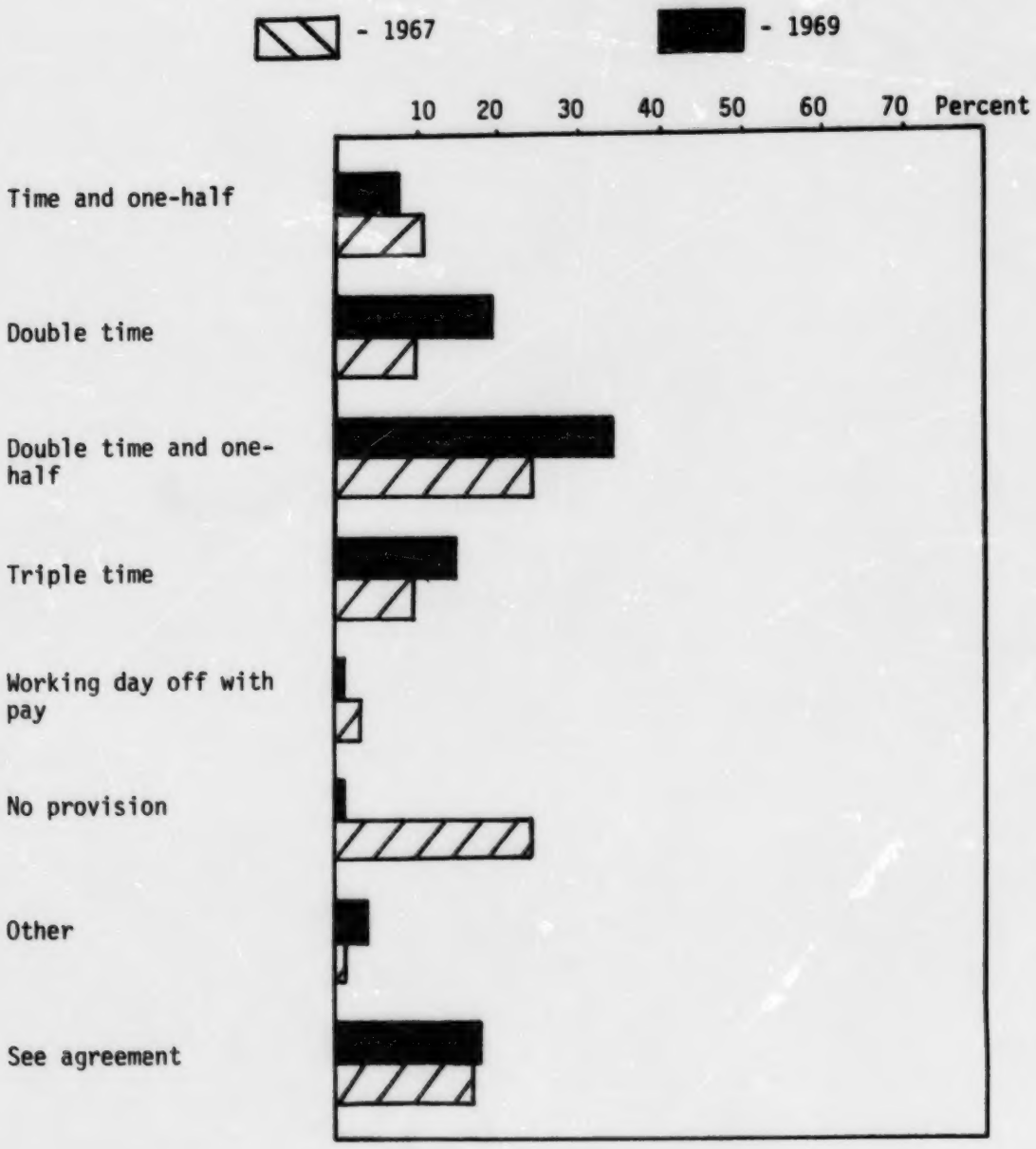


CHART 10: (cont'd) PAID STATUTORY HOLIDAYS

Paid Holidays Falling During Vacation

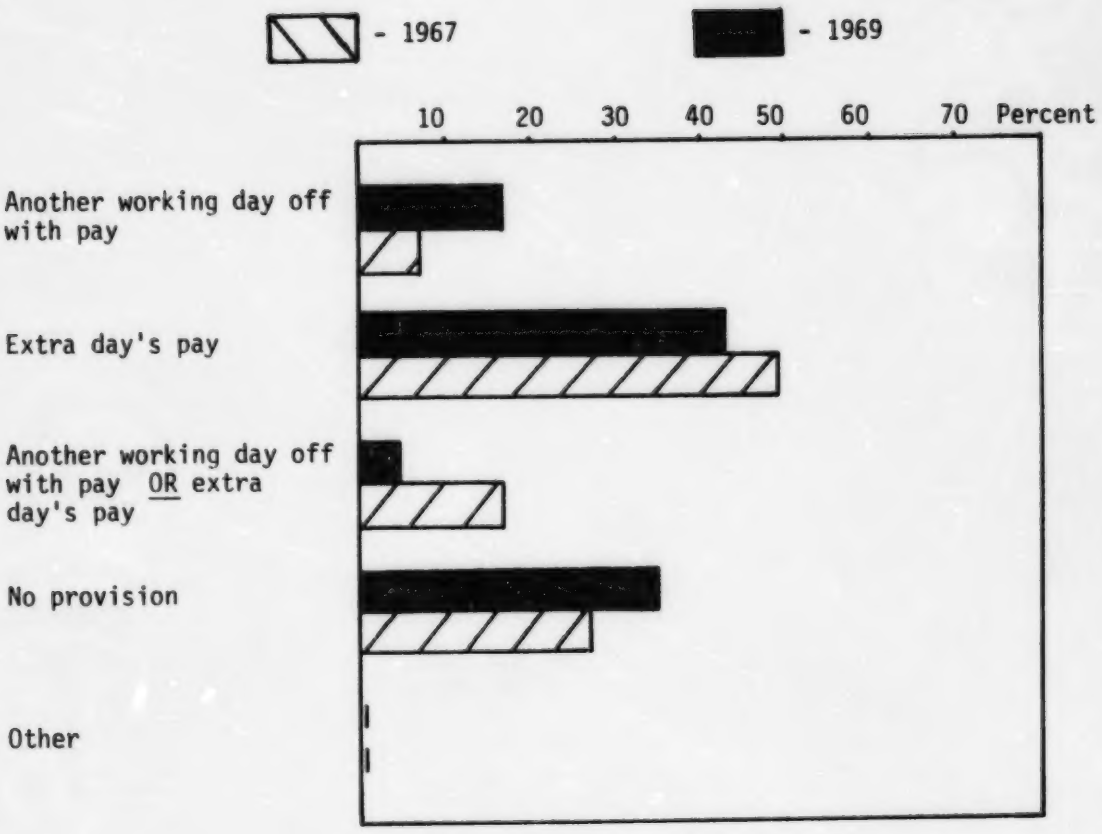


CHART 11: PAID VACATIONS

Provision for Two Weeks

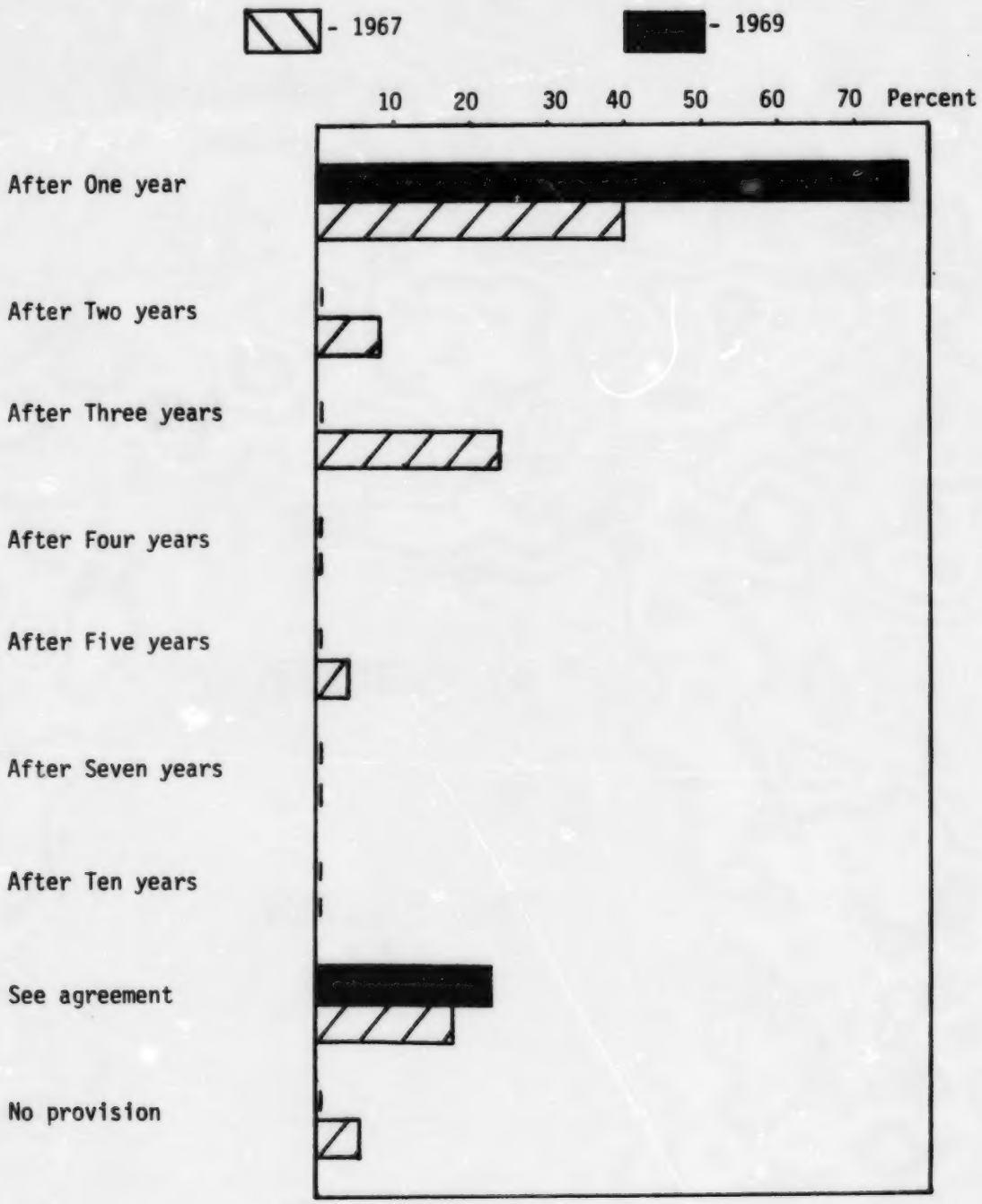


CHART 11: (cont'd) PAID VACATIONS

Provision for Three Weeks

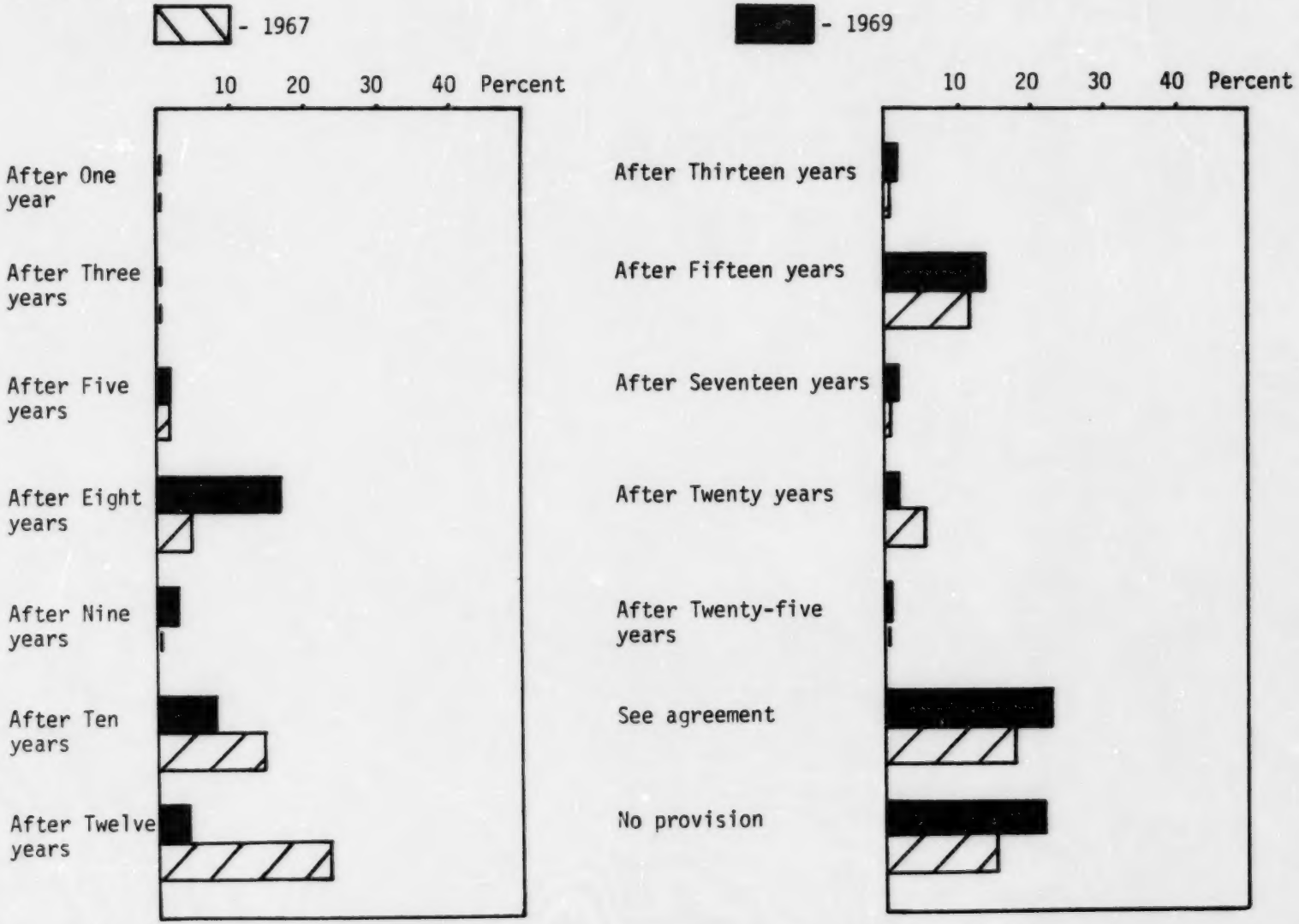


CHART 11: (cont'd) PAID VACATIONS

Provision for Four Weeks

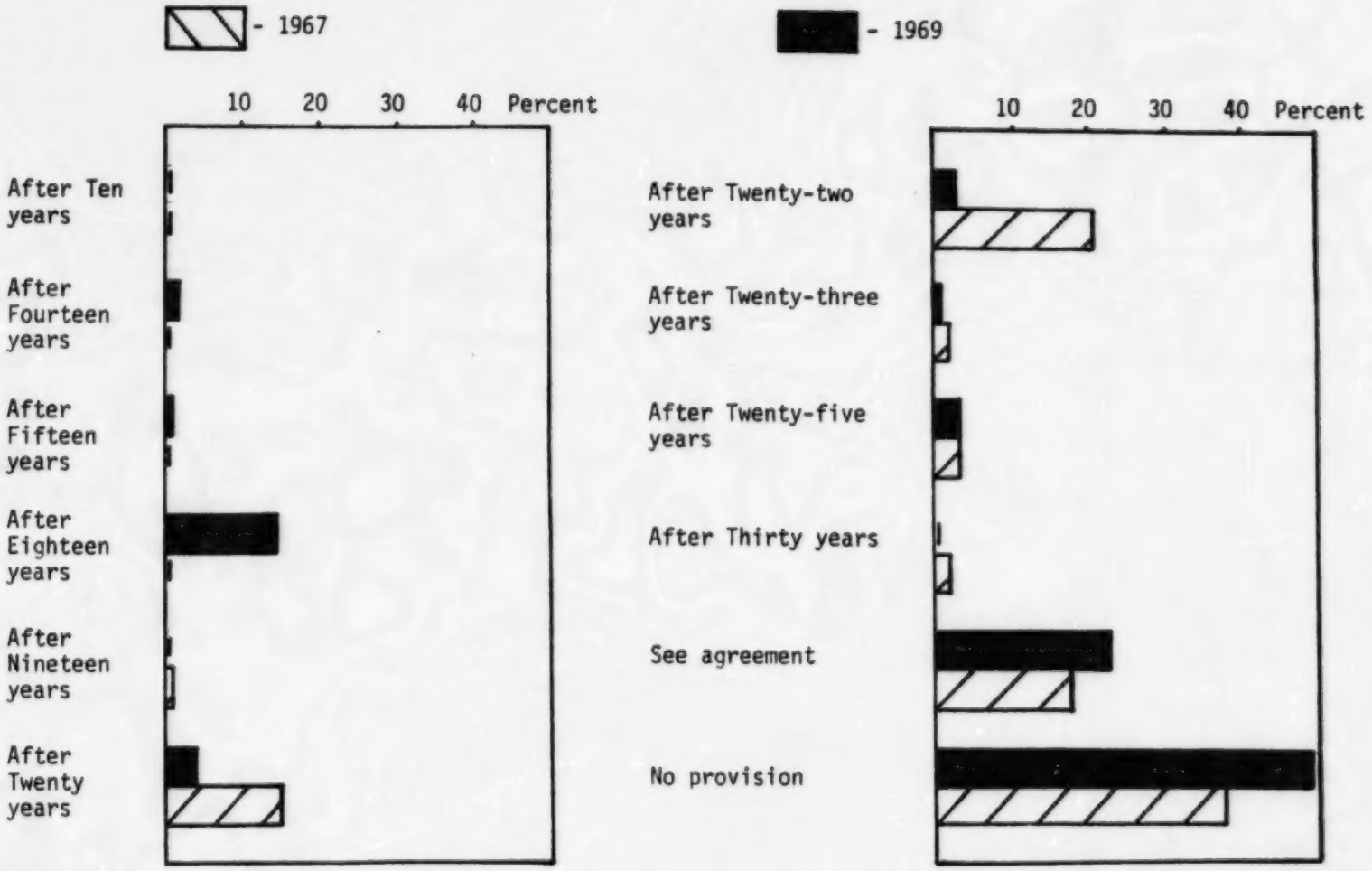


CHART 11: (cont'd) PAID VACATIONS

Provision for Five Weeks

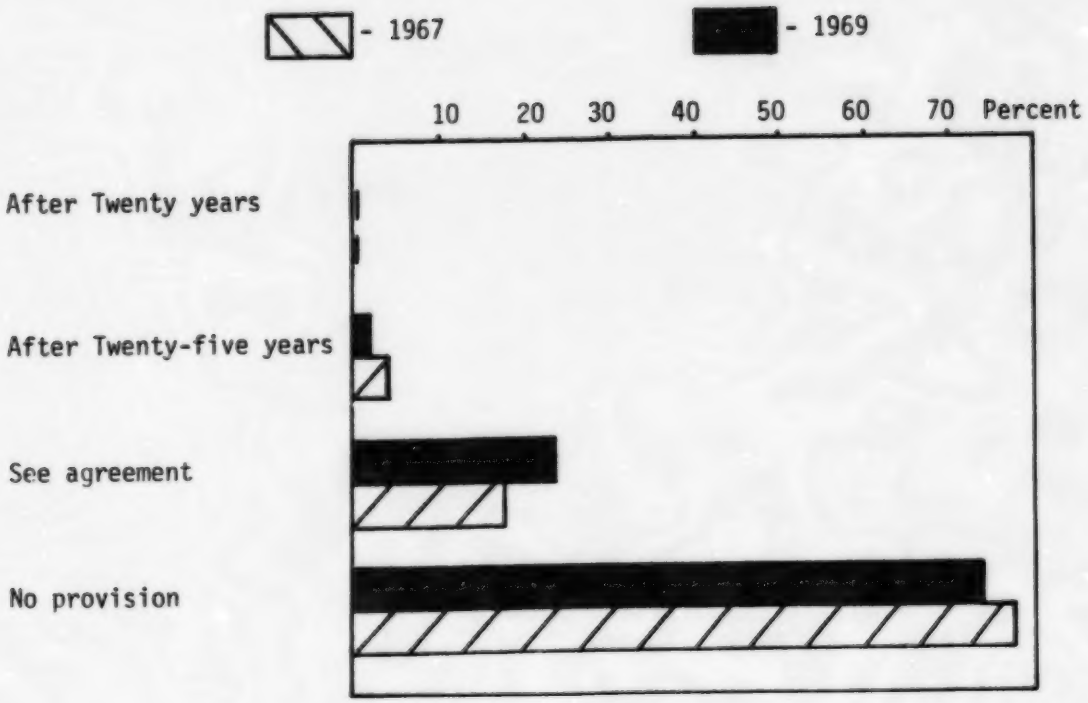


CHART 12: LOWEST WAGE PAID - MALE

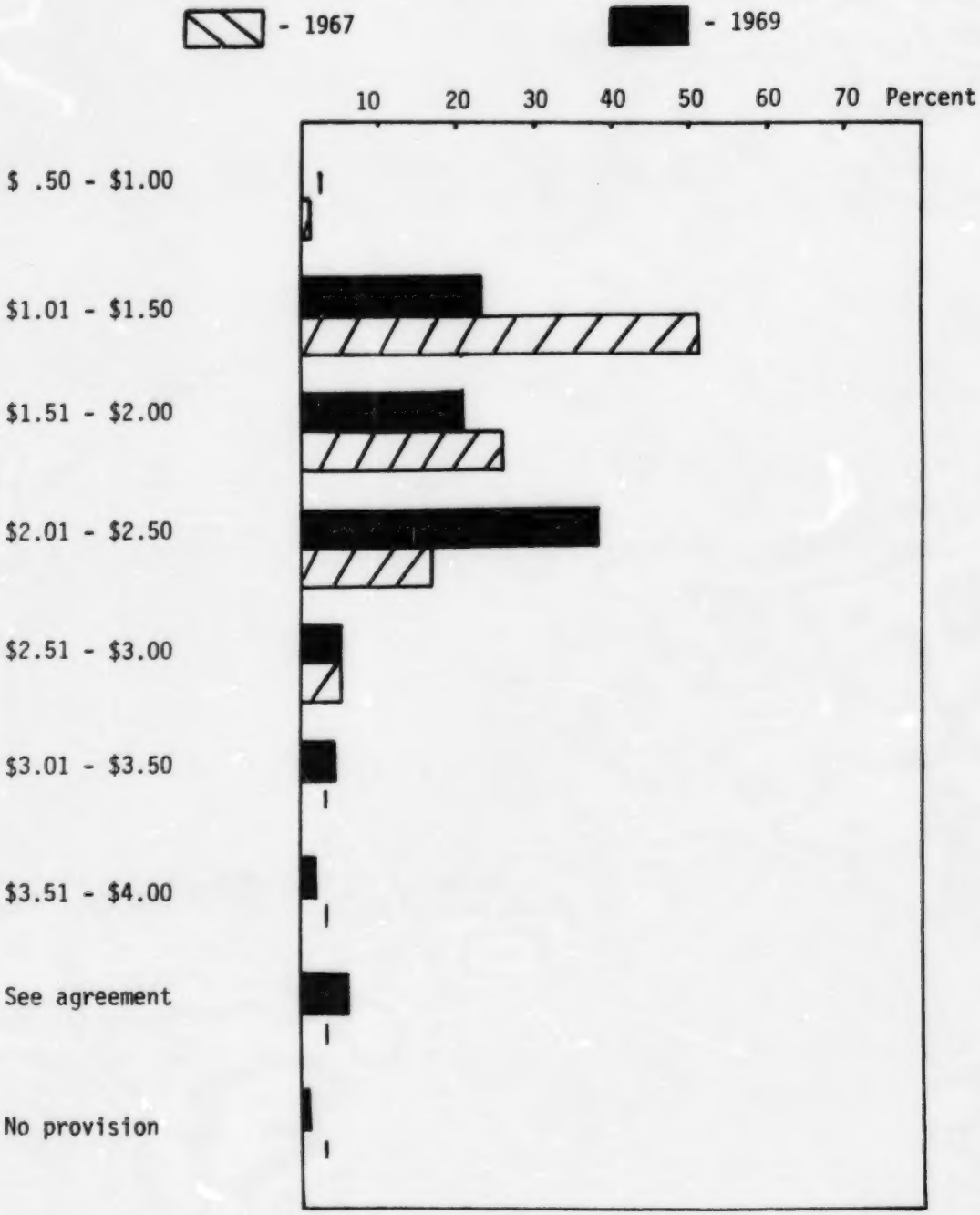
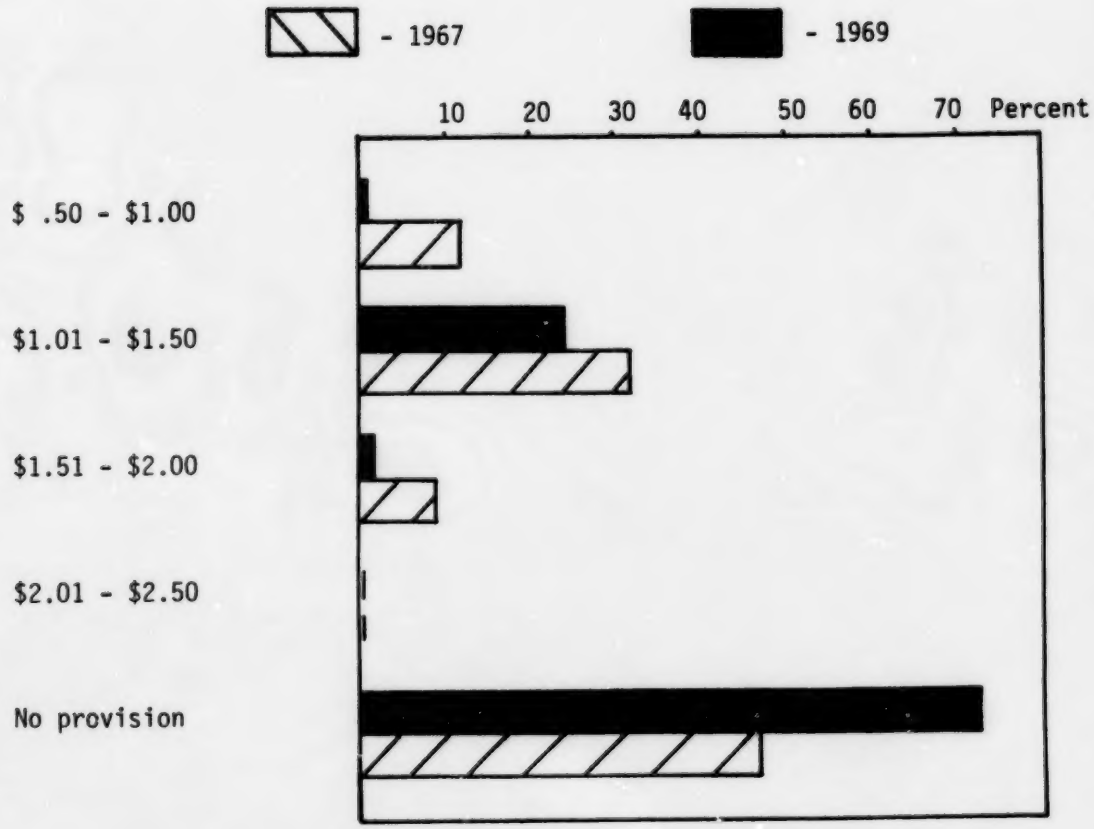


CHART 13: LOWEST WAGE PAID - FEMALE



APPENDIX I

LIST OF COMPANIES AND ASSOCIATIONS

COVERED BY

MANUFACTURING SURVEY

A. C. A. Co-operative Association Limited
Angel Manufacturing Limited
Anil Canada Limited
Acadia Fisheries Limited - Mulgrave and Acadia Fisheries (Canso Limited)
Atlantic Ready Mix Limited
Atlantic Spring and Machine Company Limited
B. and D. Ready Mix Concrete Limited
Ben's Limited
Berwick Bakery Limited
Booth Fisheries Canadian Company Limited
Bowaters Mersey Paper Company Limited
Brookfield Creamery Limited
Canada Cement Company Limited
Canada Iron Foundries Eastern Structural Division
Canada Packers Limited
Canadian Keyes Fibre Company Limited
Canadian Liquid Air Limited
Canadian Marconi Company
Canadian Motor Industry Limited
Canadian Westinghouse Company Limited - Service Department
Canard Poultry Limited
Cape Breton Battery and Vulcanizing Company Limited
Casket Printing and Publishing Company
Chappells Limited
Cheticamp Fishermen's Co-operative Society Limited
Clairtone Sound Corporation Limited
Clark Tire and Supply Limited
Continental Luggage Limited
Cosmos Imperial Mills Limited
E. M. I. Cossor Electronics Limited
Deuterium of Canada Limited
Dominion Chair Company Limited
Dominion Steel and Coal Corporation
Domtar Chemicals Limited
Donato, Faini and Figli (Canada) Limited
Eastern Bakeries Limited
Eastern Meat Packers Limited
Eastern Woodworkers Limited
Enamel and Heating Products Limited
Executive Print Limited

Fairey Canada Limited
Ferguson Industries Limited
General Instrument of Canada Limited
Georgia-Pacific Corporation (Bestwall Gypsum Division)
Grand Etang Fishermen's Co-operative Limited
Guildfords Limited
Halifax Herald Limited
Havelock Home Bottling Company Limited
Ideal Beverages Limited
Industrial Containers Limited
Industrial Marine Products
Inter Supply Limited
Kentville Publishing Company Limited
Larsen Packers Limited
Lunenburg Foundry and Engineering Limited
McCully and Soy Limited
Marine Electric Limited (Purdy Brothers Limited)
Maritime Co-operative Services Limited
Maritime Steel and Foundries Limited
I. Matheson and Company Limited
Mersey Seafoods Limited
Charles W. Miller Limited
Minas Basin Pulp and Power Company Limited
Modern City Dairy and Modern Ice-Cream Limited
Moirs Limited
National Gypsum (Canada) Limited
National Sea Products Limited
North Sydney Marine Railway Company Limited
Nova Scotia Boiler Chippers and Scallers
Nova Scotia Co-operative Abattoir Limited
Nova Scotia Pulp Limited
Nova Scotia Textiles Limited
O'Malleys Limited
Phillips Cables Limited
Pictou Advocate Printing and Publishing Company
Post Publishing Company Limited
Procor Limited
Pyrominerals Limited
Richmond Plastic Fabrication
Riversdale Lumber Limited
Robb Engineering
Royal Print and Litho Limited
Scott Maritimes Pulp Limited
Scott Paper Company
Seven-Up Sussex Limited
L. E. Shaw Limited
Smith and Rhuland Limited
Spencer Brothers and Turner Limited
Standard Brands Limited
Standard Clay Products Limited
Starr Manufacturing Limited

J. W. Stephens Limited
Surrette Battery Company Limited
Swim Brothers Limited
Sydney Engineering and Dry Dock Company Limited
Sydney Steel Corporation
Texaco Canada Limited
Twin Cities Co-operative Dairy Limited
Volvo (Canada) Limited
Willett Fruit Company Limited

APPENDIX II

LIST OF UNIONS IN

MANUFACTURING SURVEY

International Union, United AUTOMOBILE, Aerospace and Agriculture Implement Workers of America
BAKERY and Confectionery Workers' International Union of America
BREAD, Cake, Biscuit, Crackers, Candy, Confectionery and Miscellaneous Workers' Union
BRICKLAYERS, Masons and Plasterers' International Union of America
International Association of BRIDGE, Structural and Ornamental Iron Workers
Canadian Union of BUILDING Products Workers
National Union of BRICKYARD Workers
United Brotherhood of CARPENTERS and Joiners of America
United CEMENT, Lime and Gypsum Workers' International Union
CONSTRUCTION and General Labourers' Union
International Union of ELECTRICAL, Radio and Machine Workers
International Brotherhood of ELECTRICAL Workers
Canadian FOOD and Allied Workers
Sydney GARAGE Workers' Union
Sydney and District GENERAL Workers
International Association of HEAT and Frost Insulators and Asbestos Workers
LABOURERS' International Union of America
International Union of LITHOGRAPHERS and Photoengravers
International LONGSHOREMEN'S Association
International Association of MACHINISTS and Aerospace Workers
Industrial Union of MARINE and Shipbuilding Workers of Canada
International MOLDERS and Allied Workers' Union
Halifax NEWSPAPER Pressmen and Stereotypers
OIL, Chemical and Atomic Workers' International Union
International Union of OPERATING Engineers
United PACKINGHOUSE Food and Allied Workers
United PAPERMAKERS and Paperworkers
Operative PLASTERERS and Cement Masons' International Association of the United States and Canada
International Brotherhood of PULP, Sulphite and Papermill Workers
Kentville PRINTING Pressmen and Assistants' Union
PRINTING Specialties and Paper Products Union
Canadian Brotherhood of RAILWAY, Transport and General Workers
RETAIL, Wholesale Dairy Workers
RETAIL, Wholesale and Department Store Union
SALARIED Employees' Association
Musquodoboit SAWMILL Workers
Canadian SEAFOOD Workers' Union

SHEET Metal Workers' International Association
United STEELWORKERS of America
Pyramid STRUCTURAL Concrete Union
Independent TANK Car Repairmen's Union
International Brotherhood of TEAMSTERS, Chauffeurs, Warehousemen and Helpers of America
United TEXTILE Workers' of America
Halifax TYPOGRAPHICAL Union
Sydney TYPOGRAPHICAL Union
Bass River Union of WOODWORKERS

CURRENT PUBLICATIONS - NOVA SCOTIA DEPARTMENT OF LABOUR

1. Collective Agreement Survey - Building Trades of the Construction Industry - 1969. (1969)
2. Collective Agreement Survey - Hospitals - 1969. (1969)
3. Collective Agreement Survey - Manufacturing Industry - 1969. (1969)
4. Handbook on Labour Unions in Nova Scotia - 1969. (1969)
5. Labour Legislation in Nova Scotia - 1969. (1969)
6. Labour Organization in Nova Scotia - 1968-1969. (1969)
7. Nova Scotia Apprenticeship Statistics - 1969. (1969)
8. Nova Scotia Department of Labour Annual Report - 1968. (1969)
9. Pilot Survey - Small Firm Wage Rates, Salaries and Hours of Labour, Nova Scotia - 1968. (1969)
10. 1968 Wage Rates, Salaries and Hours of Labour in Nova Scotia. (1969)
11. Trends in Wages by Industry for Nova Scotia 1961 to 1967. (1968)
12. Working Conditions in Nova Scotia - 1967. (1968)
13. The Nova Scotia Department of Labour. (1967)
14. Technological Change Provisions in the Manufacturing Industry in Nova Scotia. (1967)
15. Chart Analysis of Manpower Training Requirements for Nova Scotia 1970 and 1975. (1966)
16. Manpower Training Requirements for Nova Scotia 1970 and 1975. (1965)

Economics and Research Division
Nova Scotia Department of Labour
P. O. Box 697
Halifax, Nova Scotia